 University of Puerto Rico

Mayagüez Campus

#### College of Business Administration

**Syllabus**

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| General Information: |
| Course Code: ADMI 4016 Course Title: Environment of Organizations Ambiente de las Organizaciones Credit-Hours: 3 |
| Course Description: |
| Estudio del ambiente legal y socio-político en el cual opera la empresa, con miras a entender y analizar los diversos problemas que esta enfrenta.Study of the legal and socio-political environment within which business operates in order to understand and analyze the various problems confronting it. |
| Pre/Co-requisites:  |
| none |
| Course General Learning Goals: |
| After completing this course the student must be able to: * Identify different forces of the business environment affecting the goals of the organizations
* Explain concepts of social responsibility, corporate governance, and business related politics
* Discuss the historic relationship between business and government
* Analyze social and ethical demands and how business responds to these demands
* Practice moral expertise skills: moral imagination, moral creativity, reasonableness, and perseverance
* Develop content proficiency in ethics themes identified by AACSB ethics task force: ethical leadership, ethical decision making, social responsibility, and corporate governance
* Discuss the treatment of natural resources and other environmental issues within domestic and international contexts

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| CBA’s Learning Outcomes Addressed in this Course |
| This course is intentionally designed to enable students to develop at a basic level the following competencies:Interpersonal Skills     XInformation Technology SkillsXXEthical and Professional Behavior Entrepreneurship SkillsXBusiness management knowledge and skills with national and international perspective XResearch and Analitical Skills for Problem SolvingXBusiness Option-Related Skills, Knowledge, and Abilities  |
| Content Outline and Time Distribution |
| **Topic** **Time Allotted**The Corporation in Society 4.5 hrsBusiness and Social Environment 6 hrsBusiness and the Ethical Environment 4.5 hrsBusiness and Government in a Global Environment 9 hrsThe Corporation and the Natural Environment 8 hrsBusiness and Technological Change 5 hrsBuilding Relationships with Stakeholders 9 hrs |
| Instructional Strategies: |
| LectureHands-on exercises Formal and informal writingCooperative LearningCase Study Discussion and AnalysisDebate |
| Minimum Required or Available Resources: |
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| Assessment of Learning: |
| During the semester we will be using several techniques that will help us determine your level of learning. Our main purpose is to help students identify how much and how well he/she is learning and to detect areas that may need reinforcement before the final grade is determined. These techniques will also help the professor use more effective teaching strategies.  |
| Department/Campus Policies: |
| **Disabilities:** **According to Law 51**: Students with disabilities, after identifying themselves to the instructor of the course and the Institution, will receive reasonable accommodations in their courses and evaluations. For additional information, contact Services to Students with Disabilities at the Office of the Dean of Students (Q-019), 787-265-3862 or 787-832-4040, Ext. 3250 or 3258.**Ethics:** Any academic fraud is subject to the disciplinary sanctions described in Articles 14 and 16 of the revised General Student Bylaws of the University of Puerto Rico contained in Certification 018-1997-98 of the Board of Trustees. The professor will follow the norms established in Articles 1-5 of the Bylaws. |

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| **INSTRUCTOR INFORMATION** |
| General Information: |
| **Instructor: Dr. William J. Frey****Office:** AE- 210**Phone:** 832-4040 Ext. 5338**Office Hours: MWF 11:00-1:00****E-mail**: wfrey@uprm.edu |
| Textbook and Other Resources1. Lawrence, A.T. & Weber J. (2008) ***Business and Society: Stakeholders, Ethics, Public Policy***, 12th Edition. NY, NY: McGraw-Hill (Or most recent edition)2. William Frey, "Business Ethics," Connexions, January 2, 2009, http://cnx.org/content/col10491/1.9/3. Weston, A. A Rulebook for Arguments. Indianapolis, IN: Hackett. |
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| Evaluation/Grade Reporting: |
| All students are expected to…* 100points: First Partial Exam
* 100 points: Second Partial Exam
* 150 points: Final Exam = Debate (50 points) + Group In-depth Written Analysis (50 points) + Close-out Group Self Evaluation (50 points)
* In groups you will carry out activities like the following:
* Prepare Solution Evaluation Matrices
* Prepare Socio-Technical System Grids
* Prepare CSR stakeholder summaries
* Develop codes of ethics / Statements of Values
* Prepare formal and informal assessments of group work
* Points will be subtracted for informal group or individual writes not turned in
* 3 points will be subtracted for each absence, 1 point for being late to class

**Grade / Percentage Ranges (350 points):A:** 100% – 90%, **B:** 89% - 80%,**C:** 79% - 70%, **D:** 69% - 60%, **F:** < 60% |
| Assessment of Learning: |
| During the semester we will be using several techniques that will help us determine your level of learning. Our main purpose is to help students identify how much and how well they are learning and to detect areas that may need reinforcement before the final grade is determined. These techniques will also help the professor use more effective teaching strategies. These activities will not affect the final grade. * Informal writing
* Group Debriefing Activities
* Issue Debates scored on rubric
* Structured Class Discussion
* Module Ranking Activities, Muddiest Point Exercises, Moral Awareness Tests
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| Course Policies |
| 1. **Class attendance**: Class attendance is compulsory. The University of Puerto Rico, Mayagüez Campus, reserves the right to deal at any time with individual cases of non-attendance. Professors are expected to record the absences of their students. Frequent absences affect the final grade, and may even result in total loss of credits. Arranging to make up work missed because of legitimate class absence is the responsibility of the student. (Bulletin of Information Undergraduate Studies, pp 39 1995-96)2. **Absence from examinations**: Students are required to attend all examinations. If a student is absent from an examination for a justifiable reason acceptable to the professor, he or she will be given a special examination. Otherwise, he or she will receive a grade of zero or "F" in the examination missed. (Bulletin of Information Undergraduate Studies, pp 39, 1995-96)3. **Final examinations**: Final written examinations must be given in all courses unless, in the judgment of the Dean, the nature of the subject makes it impracticable. Final examinations scheduled by arrangements must be given during the examination period prescribed in the Academic Calendar, including Saturdays. (see Bulletin of Information Undergraduate Studies, pp 39, 1995-96).4. **Partial withdrawals**: A student may withdraw from individual courses at any time during the term, but before the deadline established in the University Academic Calendar. (see Bulletin of Information Undergraduate Studies, pp 37, 1995-96). 5. **Complete withdrawals**: A student may completely withdraw from the University of Puerto Rico, Mayagüez Campus, at any time up to the last day of classes. (see Bulletin of Information Undergraduate Studies, pp 37, 1995-96). 6. **Disabilities**: All the reasonable accommodations according to the Americans with Disability Act (ADA) Law will be coordinated with the Dean of Students and in accordance with the particular needs of the student.7. **Ethics**: Any academic fraud is subject to the disciplinary sanctions described in article 14 and 16 of the revised General Student Bylaws of the University of Puerto Rico contained in Certification 018-1997-98 of the Board of Trustees. The professor will follow the norms established in articles 1-5 of the Bylaws.8. **Class attendance is mandatory**. If a student must be absent, they should report the situation in advance. If a student is absent more than three times, his or her final grade will be lowered.9. **Academic Integrity**: Students are expected to do their assignments individually, unless otherwise instructed. If a student submits for evaluation the work of others as his own, the student has committed plagiarism. **Plagiarism** or any kind of cheating is unethical, unprofessional and will not be tolerated in this class. **Fabrication** and **falsification** will also not be tolerated10. Classroom environment will be oriented around values described in **ADEM Statement of Values**: Justice, Respect, Responsibility, Integrity, and Trust. Examples: participating actively in class activities (justice), maintaining a good attendance record (responsibility), collaborating with classmates (trust), maintaining high standards of academic excellence and honesty (integrity), and respecting one another’s rights (respect).  |
| Course Outline and Schedule  |
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| Class | Topic | Connexions Module | Activity | Business & Society (Text) |
| Classes 1 and 2 | Introduction to Class | Syllabus* ADEM Statement of Values
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| Classes 3-8 | The Ethical Environment (6 hours) | Theory Building Activities: Mountain Terrorist Exercisehttp://cnx.org/content/m13764Three Frameworks for Ethical Decision-Making http://cnx.org/content/m13757/latest/**Professional Ethics in Puerto Rico: Codes, Problem-Solving, and Ethical Dissent** http://cnx.org/content/m15501/latest/ | Preparation of Solution Evaluation Matrix for Incident at Morales Decision-Point * **Group Gantt Chart**
 | Chapters 5 and 6 |
| Classes 9-11 | Learning to work in small groups | Ethics of Team Workhttp://cnx.org/content/m13760/latest/ | Preliminary Group Self-Evaluation |  |
| Classes 12-14 | Business and the Socio-Technical Environment | Socio-Technical Systems in Professional Decision-Makinghttp://cnx.org/content/m14025/latest/ | Preparation of Group STS Grid | Chapters 3 and 4 |
| Class 15 | First Partial Exam: February 19 | Essay Format: Ethical and Socio-Technical Environments |  |  |
| Classes 16-18 | Business and the Organizational Environment  | Moral Ecologies in Corporate Governance http://cnx.org/content/m17353/latest/ |  | Chapters 3 and 4 |
| Classes 19-21 | Business and the Organizational Environment | A Short History of the Corporation http://cnx.org/content/m17314/latest/ | Mock Trial: Defending Free Speech Rights of First Ntnl Bank, Boston | Chapters 1 and 2 |
| Classes 22-24 | Business and the Social Environment | Three Views of CSR <http://cnx.org/content/m17318/latest/> | Burger Man Stakeholder Meeting |  |
| Classes 25-30 | Group Case Presentations | Enron, Nike, Hughes, AECL, Biomatrix, Toysmart | Each gives 15 to 30 minute presentation on corporate focus of assigned case | Chapters 15-20 |
| Class 31 | Second Partial Exam: March 26 | Multiple Choice Format: Corporate Types, Corporate History, and Models of CSR |  |  |
| Classes 32-37 | Ethics Bowl Prep | Basic and Intermediate Moral ConceptsFormulating ArgumentsEnvironmental FrameworksTechnological Frameworks* **Competition Run-Through**
* **Closing out the Semester**
 |  | Weston: A Rulebook for Arguments |
| Classes 38-43 | Debate Cycle: April 26, 28, 30**May 3, 5, 7** | Ethics Bowl for Environments of the Organizationhttp://cnx.org/content/m21191/latest | Each group receives a grade (up to 40 points) on its performance in competition | Weston: A Rulebook for Arguments |
| Class 44 | Ethics Bowl: Final Debate: May 10 | Ethics Bowl for Environments of the Organizationhttp://cnx.org/content/m21191/latest |  | Weston: A Rulebook for Arguments |
| Class 45 | Reflection and Closure: May 12 | Ethics Bowl for Environments of the Organizationhttp://cnx.org/content/m21191/latest |  |  |

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| References |
| 1. Collins, J.C., Porras, J. I. (1994) Built To Last: Successful Habits of Visionary Companies. New York: Harper Collins Publishers.2. Stone, C. D. (1975) Where the Law Ends: The Social Control of Corporate Behavior. Prospector Heights, IL: Waveland Press, INC.3. Des Jardins, J.R. (1993) Environmental Ethics: An Introduction to Environmental Philosophy. Belmont, CA: Wadsworth Publishing Company.4. Clarke, T. (2004) "Introduction: Theories of Governance--Reconceptualizing Corporate Governance Theory After the Enron Experience," in Theories of Corporate Governance: The Philosophical Foundations of Corporate Governance, ed. Thomas Clarke. New York: Routledge.5. Donaldson, T. (1993) The Ethics of International Business. New York: Oxford University Press.6. French, P.A. (1984) Collective and Corporate Responsibility. New York: Columbia University Press.7. French, P.A. (1997) "Corporate Moral Agency" in Werhane, P.H., and Freeman, R.E. Blackwell Encyclopedic Dictionary of Business Ethics. Oxford, UK: Blackwell: 148-151.8. May, L. (1987) The Morality of Groups: Collective Responsibility, Group-Based Harm, and Corporate Rights. Notre Dame, IN: University of Notre Dame Press.9. Werhane, P. H. (2008) "Mental Models: Moral Imagination and System Thinking in the Age of Globalization," in Journal of Business Ethics, 78.10. Werhane, P. (2007) "Corporate Social Responsibility/Corporate Moral Responsibility: Is There a Difference and the Difference It Makes," in eds., May, S., Cheney, G., and Roper, J., The Debate over Corporate Social Responsibility. Oxford, UK: Oxford University Press: 459-474.11. Fisse, B. and French, P.A., eds. (1985) Corrigible Corporations and Unruly Law. San Antonio, TX: Trinity University Press.12. Jackall, R. (1988) Moral Mazes: The World of Corporate Managers. Oxford, UK: Oxford University Press.13, Carol, A. B., "Social Responsibility," in Werhane, P., and Freeman, R. E., eds. (1997, 1998) Blackwell Encyclopedic Dictionary of Business Ethics. Oxford, UK: Blackwell Publishers, INC: 593-595.14. Dyrud, M.A. (2007) "Ethics, Gaming, and Industrial Training," in IEEE Technology and Society Magazine. Winter 2007: 36-44.15. Ritz, Dean. (2007) "Can Corporate Personhood Be Socially Responsible?" in eds. May, S., Cheney, G., and Roper, J., Corporate Governance. Oxford, UK: Oxford University Press: 194-195. |